

A memorandum of understanding (MOU) is a document outlining the agreement between two parties (i.e.: the City and labor groups). This agreement is a legal document which outlines the responsibilities and requirements for both parties.

The MOU's and other labor agreements or contracts are listed below. Please click on the link to view each one.

### **American Federation of State, County and Municipal Employees (AFSCME)**

[American Federation of State, County and Municipal Employees](#)

### **Executive Employees**

[Executive Compensation Rules](#)

### **Mid-Management and Confidential Employees**

[Mid Mgt, Sup and Prof, and Conf and Tech Compensation Rules](#)

**Police Association of Covina (PAC)**

[Police Association of Covina](#)

**Police Management Group (PMG)**

[Police Management Group](#)